

Diversification of the Board Members

The Company has established rules and regulations such as the “Corporate Governance Guidelines” and “Rules for Director Election” to ensure diversified board member composition, and builds up suitable guidelines for diversification based on the Board’s operation, the Company’s business model and its needs and development. These rules and regulations are formulated and include, without being limited to, the following two general standards: 1. Basic requirements and values: Gender, age, nationality, race and culture; 2. Professional knowledge and skills (e.g., ESG、Emerging risk management), and industry experience.

Directors are selected from persons with industry, commercial, business administration, academics and experience. And as such, board members are required to possess the required knowledge, skills and character in order to accomplish the goal of ideal corporate governance. To achieve the ideal goal of corporate governance, the board of directors shall possess the following abilities: 1. Ability to make operational judgment; 2. Ability to perform accounting and financial analysis; 3. Ability to conduct management administration; 4. Ability to conduct crisis management; 5. Industry knowledge; 6. International market perspective; 7. Ability to lead; 8. Ability to make decisions.

• Status of board member diversification :

Date of taking office: May 31, 2024

Core items for diversification Name of Director	Compal Employees	Operation management	Leadership and decision-making	Knowledge of the industry	International market perspective	Risk Management	Finance and accounting	Investment M&A	Communications and network	Architecture	Industry Experience (Note)
Jui-Tsung Chen		V	V	V	V	V	V	V	V		Information Technology
Representative of Kinpo Electronics Inc.: Wei-Chang Chen		V	V	V	V	V	V	V	V		Information Technology
Representative of Taiwan Venture Capital Co., Ltd.: Charng-Chyi Ko		V	V	V	V	V	V	V			Healthcare
Sheng-Chieh Hsu		V	V		V	V				V	Industrial
Chieh-Li Hsu		V	V	V	V	V	V	V			Information Technology
Representative of Binpal Investment Co., Ltd.: Wu-Chun Hsu		V	V	V	V	V	V				Information Technology
Chung-Pin Wong	V	V	V	V	V	V	V	V	V		Information Technology
Chiung-Chi Hsu		V	V	V	V	V	V				Materials

Name of Director	Core items for diversification										
	Compal Employees	Operation management	Leadership and decision-making	Knowledge of the industry	International market perspective	Risk Management	Finance and accounting	Investment M&A	Communications and network	Architecture	Industry Experience (Note)
Anthony Peter Bonadero	√	√	√	√	√	√	√				Information Technology
Sheng-Hua Peng	√	√	√	√	√	√	√		√		Information Technology
Duh Kung Tsai		√	√	√	√	√	√	√			Information Technology
Wen-Chung Shen		√	√	√	√	√	√				Information Technology
Lee-Chiou Chang		√	√	√	√	√	√	√			Healthcare
Shui-Shu Hung		√	√	√	√	√		√			Information Technology
Tzu-Ting Huang		√	√	√	√	√			√		Information Technology

Note: The GICS Level 1 sectors: Energy, Materials, Industrials, Consumer Discretionary, Consumer Staples, Healthcare, Financials, Information Technology, Communication Services, Utilities, and Real Estate.

Item	Director		Independent Director		
	Number of people	%	Number of people	%	
Age	51~65 years old	5	33%	1	7%
	56~80 years old	4	27%	4	27%
	81 years or older	1	7%	-	-
Gender	Male	10	67%	4	27%
	Female	0	0%	1	7%
Country of Citizenship	Republic of China	9	60%	5	33%
	U.S.A.	1	7%	0	0%
Employee Status	The company	3	20%	0	0%
shareholder	Shareholder	9	60%	1	7%
	Non-Shareholder	1	7%	4	27%
Term of Independent Directors	First term	-	-	4	80%
	Second term	-	-	1	20%

The current Board of Directors is comprised of 15 Directors. The management goals and implementation status of the diversity policy of the Board are as follows:

Management goal	Implementation
The number of independent directors shall not be less than 1/3 of all directors	Implemented
All directors and more than half of the independent directors shall serve no more than three consecutive terms	Implemented
At least one female director shall serve	Implemented

The company currently has fifteen directors, the number of independent directors accounted for 1/3 of all directors, and one of the directors was a female. In the future, the company will consider the diversity and gender equality of the board members, and seek female directors with professional backgrounds, rich experience and qualifications to enhance the company's competitiveness and corporate sustainability. To be planned, the number of board seats for different genders will increase compared to the previous term in 2030, and the number of board seats for different genders will increase compared to the previous term in 2035.